

**PANOLA COLLEGE  
JOB DESCRIPTION**

<b>JOB TITLE:</b>	Human Resources Coordinator	<b>FLSA status:</b>	Exempt
-------------------	-----------------------------	---------------------	--------

<b>DEPARTMENT:</b>	Business Office	<b>REPORTS TO:</b>	Director of Administrative Services
--------------------	-----------------	--------------------	-------------------------------------

**Position summary:** Under indirect supervision, assists with the institution's human resources programs at all locations in the areas of recruitment, employment, benefits, compensation, classification, performance management, labor relations, training, and organizational development. This position reports to the Director of Administrative Services, keeping him/her abreast of all planning, organizing, staff and development of Panola College's human resource services.

**Position responsibilities:**

- Assists in recruitment and selection of employees at all locations; develops and maintains positive applicant relations and provides technical guidance to hiring committees.
- Assists with the development and implementation of orientation programs for employees.
- Assists with the training and organizational development programs that address personal, professional, and organizational needs of employees and departments.
- Serves as benefits coordinator in directing the administration of insurance, retirement, and other benefits programs.
- Assists with the coordination of grievance and performance management programs designed to minimize and mediate workplace disputes, and to foster a positive and productive work environment.
- Ensures open communications with faculty and staff.
- Assists with the design, establishment, and maintenance of an organizational structure and staffing to effectively accomplish the organization's goals and objectives; recruits, employs, trains, supervises, and evaluates staff.
- Recommends and participates in the development of policies and procedures; may serve on institution's planning and policy-making committees.
- Performs miscellaneous job-related duties as assigned.

**Minimum Position Requirements:**

- Bachelor's degree with 3 to 5 years experience directly related to the duties and responsibilities specified.

**Knowledge, Skills, and Abilities Required:**

- Strong interpersonal and communication skills.
- Ability to supervise and train employees, to include organizing, prioritizing, and scheduling work assignments.
- Knowledge of federal and state employment laws and regulations, and public sector employment policies and procedures.
- Knowledge of organizational development theory and practices.
- Ability to interpret and advise on the application of EEO/AA laws and regulations to public sector faculty/staff hiring processes.
- Ability to foster a cooperative work environment.
- Knowledge of computerized information systems used in human resources applications.
- Knowledge of faculty and/or staff hiring procedures.
- Ability to analyze problems and develop creative solutions to complex human resource issues.
- Knowledge of financial/business analysis techniques.
- Skill in developing and implementing salary administration plans and programs.
- Ability to analyze and assess training and development needs.
- Skill in budget preparation and fiscal management.
- Skill in evaluation of benefit programs.
- Skill in payroll processing and related programs.
- Knowledge in civil rights compliance and issues relating to Title IX issues.
- Employee development and performance management skills.
- Skill developing performance management systems.
- Skill in examining and re-engineering operations and procedures, formulating policy, and developing and implementing new strategies and procedures.
- Knowledge of alternative dispute resolution processes.

- Skill in developing and conducting employee information/orientation sessions.
- Knowledge of contemporary principles of human resource management and public personnel practices.
- Knowledge of federal and state laws and regulations.
- Knowledge of federal and state wage and salary laws and regulations.

**Physical Demands and Work Environment:**

- Work is normally performed in a typical interior/office work environment.
- No or very limited physical effort required; however, the employee must occasionally lift and/or move up to 15 pounds.
- No or very limited exposure to physical risk.
- Some travel required.